United Nations A/65/760

General Assembly

Distr.: General
28 February 2011

Original: English

Sixty-fifth session
Agenda item 143
Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Budget for the United Nations Logistics Base at Brindisi, Italy, for the period from 1 July 2011 to 30 June 2012

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Logistics Base for the period from 1 July 2011 to 30 June 2012, which amounts to $60,528,400.

The budget provides for the deployment of 73 international staff and 278 national staff, including 13 temporary national staff positions.

The total resource requirements for UNLB for the financial period from 1 July 2011 to 30 June 2012 have been linked to the objective of the Base through results-based-budgeting frameworks under the support component.

The explanations of variances in the levels of both human and financial resources have been linked, where applicable, to specific outputs planned by the Logistics Base.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2009/10)*	*Apportionment (2010/11)*	*Cost estimates (2011/12)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	—	—	—	—	—
Civilian personnel	27 883.1	34 738.2	32 782.1	(1 956.1)	(5.6)
Operational costs	30 048.0	33 432.4	27 746.3	(5 686.1)	(17.0)
Gross requirements	**57 931.1**	**68 170.6**	**60 528.4**	**(7 642.2)**	**(11.2)**
Staff assessment income	4 366.9	5 136.5	5 253.0	(116.5)	(2.3)
Net requirements	**53 564.2**	**63 034.1**	**55 275.4**	**(7 758.7)**	**(12.3)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**57 931.1**	**68 170.6**	**60 528.4**	**(7 642.6)**	**(11.2)**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[b]	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Officer of the Director											
Approved 2010/11	—	—	—	—	9	8	7	—	—	—	**24**
Proposed 2011/12	—	—	—	—	13	11	7	—	—	—	**31**
Base Support Services											
Approved 2010/11	—	—	—	—	12	72	9	—	—	—	**93**
Proposed 2011/12	—	—	—	—	12	83	6	—	—	—	**101**
Logistics Services											
Approved 2010/11	—	—	—	—	20	113	13	—	—	—	**146**
Proposed 2011/12	—	—	—	—	25	115	—	—	—	—	**140**
Communications and Information Technology Services, Brindisi, Italy											
Approved 2010/11	—	—	—	—	13	41	—	—	—	—	**54**
Proposed 2011/12	—	—	—	—	15	42	—	—	—	—	**57**
Communications and Information Technology Services, Valencia, Spain											
Approved 2010/11	—	—	—	—	6	13	—	—	—	—	**19**
Proposed 2011/12	—	—	—	—	8	14	—	—	—	—	**22**
Tenant Units											
Approved 2010/11	—	—	—	—	47	5	—	—	—	—	**52**
Proposed 2011/12	—	—	—	—	—	—	—	—	—	—	**0**
Total											
Approved 2010/11	—	—	—	—	107	252	29	—	—	—	**388**
Proposed 2011/12	—	—	—	—	73	265	13	—	—	—	**351**
Net change	—	—	—	—	**(34)**	**13**	**(16)**	—	—	—	**(37)**

[a] Represents highest level of authorized/proposed strength.
[b] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Objective and planned results

A. Overall

1. The original storage facility for the Department of Peacekeeping Operations was the United Nations Supply Depot, located first in Naples and subsequently moved to Pisa, Italy. It was established in 1956 to receive assets available upon the closure of the United Nations Emergency Force. The United Nations Logistics Base (UNLB) has been in operation since late 1994 at Brindisi, Italy.

2. A memorandum of understanding governing the use of property and facilities at Brindisi by the United Nations was signed by the Secretary-General and the Republic of Italy on 23 November 1994. The first addendum to the memorandum was signed on 7 December 2001, in respect of the donation of three new warehouses and the second addendum was signed on 4 August 2008 pertaining to the transfer by the Government of Italy of additional premises and areas to UNLB. The third addendum, in respect of the transfer of additional facilities, is currently being reviewed by the Government of Italy.

3. The objective of the Logistics Base is to ensure efficient and effective peace operations.

4. Within that overall objective, UNLB will contribute during the budget period to one expected accomplishment by delivering related key outputs, shown in the frameworks below. The frameworks are grouped under the following UNLB functional areas: Base Support Services; Logistics Services; and Communications and Information Technology Services.

5. The expected accomplishment would lead to the fulfilment of the objective of the Base within the lifetime of UNLB and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNLB in terms of the number of personnel have been attributed to the support component.

6. The Logistics Base occupies a total surface area of 395,974 m^2, on which there are 19 warehouses, 17 workshops and 17 office and training buildings of different size, provided by the Italian Government as exclusive use facilities for the United Nations. In addition to those facilities, UNLB is responsible for the upkeep and maintenance of premises at the United Nations Support Base at Valencia, Spain. The Support Base consists of three operational and office buildings, a cargo handling facility, pedestrian and vehicle access control, occupying a total surface area of 43,621 m^2. The establishment of the Support Base is ongoing and construction of the secondary active site by the Government of Spain is anticipated to be completed by the second quarter of 2011. Installation of telecommunications equipment has already begun and it is expected that the facility will become functional and fully operational during 2011/12 financial period.

7. The Support Base at Valencia reports to the Director of UNLB, and although autonomous in function in terms of its role as the geographically redundant secondary active telecommunications and data centre site for peace operations, it remains an integral component of UNLB.

B. Planning assumptions and mission support initiatives

Global field support strategy

8. In line with the requirements of the recently approved global field support strategy, the UNLB budget submission for 2011/12 proposes strengthening the UNLB structure to accommodate its reprofiling as the Global Service Centre.

9. Briefly outlined, the global field support strategy Global Service Centre reprofiling exercise envisages three phases for implementation:

(a) **Phase I.** The short-term goals of the global field support strategy in the context of UNLB focus on the consolidation and streamlining of existing UNLB support capacities and functions in the three Services: Logistics Services, Communications and Information Technology Services, and Base Support Services, in preparation for the future absorption of back office functions principally in the areas of personnel administration, finance and budget. The Department of Field Support at Headquarters has identified and proposed in the 2011/12 budget, processes and functions for transfer to UNLB that meet the criteria set by Member States. This exercise will ultimately be aligned with the implementation of International Public Accounting Standards and the enterprise resource planning system (Umoja). Further development of specialized support functions such as global connectivity, data storage, service packages and modules will also form part of the phase I adjustments, which involve the consolidation and streamlining of existing UNLB support capacities. Cognizant of phase I objectives, UNLB has developed its 2011/12 budget with consideration for short-term objectives and keeping in mind the medium- and long-term goals. The short-term goal for the 2011/12 budget year is the consolidation of functions under the three UNLB Services to enable improved focus on delivering related key outputs of the results-based-budgeting frameworks. This entails completing the necessary transitional activities for the future progressive absorption of "routine back office functions" and is considered to be an incremental transition that will span multiple budget periods. A number of processes and functions have been identified, as transferable from Headquarters to UNLB and are set out below;

(b) **Phase II.** Having undertaken the foundation work for the reprofiling exercise, the medium-term objectives in phase II will focus on a review of the management of strategic deployment stocks. In that context, and as part of the transition, the efficacy and cost of retaining large quantities of stocks have been reviewed and the concept of a centralized and vendor-managed warehousing concept has been analysed and is thus being introduced as an initial step in the reprofiling exercise. The rescaling and resizing of strategic deployment stocks will contribute significantly towards the implementation of centralized warehousing and allow UNLB to maximize the utilization of space and storage. In consideration of the need for changes in the overall management of strategic deployment stocks, a review of the operations and activities of such stocks has commenced with the objectives of determining how to reconfigure, rescale and resize the stocks to ensure more rapid and leaner capability for mission start-up. The transition from existing arrangements is expected to take upwards of three years and will require staff training and the introduction of new and relevant procedures;

(c) **Phase III.** The third and final phase of the UNLB reprofiling will focus on the provision of service packages and modules for supporting missions

throughout their life cycle, from initial set-up, to downsizing and liquidation, and, as appropriate, in transition from peacekeeping to peacebuilding entities. Keeping in mind phase III of the global field support strategy, long-term objectives centred on improving the overall effectiveness and efficiency of UNLB have been considered. In that context, further development of the modularization programme, which is one of the central pillars of the global field support strategy is currently under review. The planning and implementation of the long-term objectives of UNLB is expected to take place with the progressive introduction of Umoja over the next four years.

10. In line with the short-term goals discussed above under phase I, the following is a summary of Units that are proposed for redeployment from Headquarters to UNLB in the 2011/12 budget period:

(a) **Information and Communications Technology Division asset management functions.** Relocation of the Information and Communications Technology Division technical strategic deployment stocks management functions to the Assets Management Section of the Communications and Information Technology Services will reduce response times to mission queries on all aspects of information and communications technology equipment standards and stock management and rotation;

(b) **Financial Systems Technical Support.** Relocation to the Office of the Chief, Communications and Information Technology Services of this technical software process, which supports field finance systems, including SunSystems and Progen Payroll, will allow for closer alignment with primary users in field missions and facilitate the integration of the process into the wider framework for supporting field information technology requirements;

(c) **Global Education Grant Processing Unit.** Relocation within the Field Central Review Board, Office of the Director of the education grants process, currently undertaken in the Field Personnel Division at Headquarters, will allow for improved delivery of service as the Unit will be in closer proximity to its field personnel clients and better able to respond to client requests;

(d) **Field contracts management.** Responsible for the day-to-day management and administration of contracts, relocation of the Field Contracts Unit within the immediate Office of the Director of UNLB will result in closer proximity to the field missions the Unit serves and facilitate the Unit in its provision of services;

(e) **Airfield and air terminal standards.** With the objective to enhance airfield infrastructure and support to peacekeeping missions, the Airfield and Air Terminal Unit will continue its responsibility for the day-to-day assistance with the development of projects for the rehabilitation of airfields and air terminal infrastructure and support the standardization of airfield equipment and services in line with the polices and guidelines as established by the Air Transport Section, Transportation and Movement Service at Headquarters and International Civil Aviation Organization guidance. Relocation to UNLB within the Strategic Air Operations Centre, Logistics Services, will facilitate the Unit's ability to collaborate with relevant engineering counterparts in UNLB and field missions as well as ensure the consistent application of international and local airport infrastructures and ground support standards;

11. In addition, with the objective of providing a stronger link between the Office of the Director and the three Services, nine Planning Officer posts are proposed to be established within the Immediate Office of the Director, UNLB, to improve coordination and monitor the transitional activities related to the reprofiling of UNLB to the Global Service Centre. The Planning Officers will work to ensure that activities are appropriately implemented, perform risk analysis during implementation, evaluate business processes; monitor progress in achieving outcomes of the results-based-budgeting framework; and play an active role in the review of the holdings of strategic deployment stocks.

Logistics Services

12. In line with meeting the short-term objectives of phase I, the functions of the Engineering Section have been redistributed within UNLB to the Office of the Director, Supply Section, Transport Section, Engineering Standards and Design Centre within the Logistics Services and Campus Support within Base Support Services, respectively.

13. **Strategic Air Operations Centre.** Acknowledging the legislative bodies' request, analysis was undertaken on how the Strategic Air Operations Centre contributed to the optimization of the air fleet. The review identified the need for improvement in several areas of United Nations air operations. For instance, a lack of infrastructure and air services in the countries served by the Organization was found to contribute to the complexity of planning and tasking procedures. A lack of harmonization of air assets persisted despite an increasing demand for air support. In addition, the procurement process allowed for situations where the acquired air assets did not correspond with the needs of missions. The Strategic Air Operations Centre has taken effective action to address those issues. Prior to the implementation of the air tracking system, which is embedded with the real-time tracking and monitoring system characteristics for United Nations air assets, the performance of the contracted air carrier could not be properly monitored or regulated. With the implementation of the system, UNLB now has the capability to ensure flights are flown in accordance with air tasking orders, expressed in terms of estimated time of departure and arrival, and ensure that air assets are fully utilized in accordance with the terms and conditions of contractual arrangements. Based on the strategic guidance provided by Headquarters, the Strategic Air Operations Centre is targeting a 5 per cent reduction in fuel consumption in air operations, which is expected to generate savings of some $12 million in 2011/12.

Communications and Information Technology Services

14. The Communications and Information Technology Services of UNLB will be transformed into the premier information and communications technology operational arm of the Department of Field Support, providing global information and communications technology services in accordance with the Department's strategic framework. As discussed under phase I above, the first step in the transformation will begin in the 2011/12 financial period with the transfer of asset management functions from Headquarters to UNLB. Additional services will continue to be centralized in UNLB to reduce the support footprint in field missions.

15. The establishment and commissioning of the multisite telecommunications hub hosted in Brindisi and Valencia will be completed in the 2011/12 financial year. The

Global Information and Communications Technology Telecommunications Hub will continue to provide support services to Department of Field Support partners and clients, including hosting enterprise systems and providing disaster recovery services for the Secretariat. The active-active information and communications technology facility arrangements will provide the required services to field users in a transparent, seamless and cost-effective manner in addition to meeting field missions' disaster recovery requirements. Communications and Information Technology Services will establish a load-balanced environment that is capable of providing 100 per cent voice, data and videoconferencing capabilities. It will continue its efforts to centralize and rationalize global information and communications technology services at the Hub, and refine its enabling and rapid response capacity through its existing iDART programme.

16. Logistics Services and Communications and Information Technology Services, in their transformation into global service providers, will each provide two different lines of service.

17. Logistics Services will support technical and operational support. This will entail the continued development of predefined service packages for goods and services, the development of enabling capacities and the introduction of a centralized warehousing concept, thereby setting the stage for future decisions concerning strategic deployment stocks management.

18. Communications and Information Technology Services will also support two different lines of service, the first being Global Information and Communications Technology Telecommunications Hub Services and the second being the technical aspects of the Information and Communications Technology Division strategic deployment stocks asset management programme. This will require the continued development of the information and communications technology service management framework for missions, the commissioning of the multisite telecommunications hub in Brindisi and Valencia, and the relocation of the technical aspects of the strategic deployment stocks asset management programme to UNLB.

Base Support Services

19. Consistent with the phase I objectives of streamlining support capacities and function, the 2011/12 budget merges several units and functions with the intended objective to improve the coordination of activities between different units and to increase the utilization of consolidated resources.

20. In that context and in an effort to integrate the administrative and technical functions in support of UNLB activities, the Facilities Management Section and the ICT/Logistics Campus Support Unit have merged into the Campus Support Section.

21. Centralization of the budget management process into the Office of Chief, Base Support Services, is proposed to allow for better cooperation with the UNLB budget function in the Office of the Director and to strengthen the management and oversight of operational and fiduciary activities.

22. The previously standalone unit of the Archives, Mail, Pouch and Registry Unit is proposed to merge into the Office of the Chief, Base Support Services, to further unify the structure and centralize the management of Base Support Services.

23. Pursuant to General Assembly resolution 65/248 of 24 December 2010 on the harmonization of conditions of service in the field, the present report reflects the proposed conversion of one P-2 post and one Field Service post to national General Service posts. Vacancy rates for international and national staff have also been adjusted to take into account the proposed conversion of those posts to national posts.

C. Regional mission cooperation

24. The Regional Aviation Safety Office will continue to provide safety oversight for UNLB, the United Nations Interim Force in Lebanon (UNIFIL), the United Nations Assistance Mission for Iraq (UNAMI), the United Nations Peacekeeping Force in Cyprus (UNFICYP) and the United Nations Mission in Nepal (UNMIN).

D. Partnerships and country team coordination

25. The Logistics Base will continue to collaborate on a cost-sharing basis with the World Food Programme (WFP), which is also hosted in the Italian air force base at Brindisi, in areas of common interest, such as aviation and medical services. UNLB will provide logistical support, when required, to WFP airlifts, including ground handling and will remain ready to assist other United Nations system organizations, as required.

26. The Logistics Base provides telecommunications services to the International Criminal Tribunal for Rwanda, the International Tribunal for the Former Yugoslavia, the Special Court for Sierra Leone, the Special Tribunal for Lebanon, United Nations Assistance to the Khmer Rouge Trials and the International Criminal Court, offices outside of Headquarters (United Nations Office at Geneva, United Nations Office at Nairobi and United Nations Office at Vienna) and several United Nations agencies, funds and programmes (the United Nations Relief and Works Agency, WFP, the Economic Commission for Africa, the Office for the Coordination of Humanitarian Affairs and the Economic and Social Commission for Western Asia).

27. The Director of UNLB is the designated Area Security Coordinator for all United Nations system offices in the area, including the WFP-United Nations Humanitarian Response Depot, the United Nations Office for Project Services (UNOPS) and the International Computing Centre.

E. Results-based-budgeting frameworks

Component 1: support

Expected accomplishments	*Indicators of achievement*
1.1 Increased efficiency and effectiveness of administrative, logistical, and information and communications technology support provided by UNLB in support of peacekeeping missions, other field operations and UNLB	1.1.1 Completion of a detailed examination of the processes and functions of the three UNLB Services and the development of an implementation plan for the reprofiling of UNLB as a global service centre in line with the requirements of the global field support strategy

1.1.2 Implementation of structural and organizational readjustments, which will further transition UNLB from a logistics base to a global service centre

1.1.3 Communication to stakeholders of the roles and responsibilities of UNLB and its services

Outputs

Logistics Services

- 4 town hall meetings and 12 Service/Section Chief meetings to ensure the communication of information to stakeholders concerning the specific roles and responsibilities of each Section
- 5 standard operating procedures promulgated to staff
- Monitoring and tracking of 750 United Nations aircraft deployed for strategic airlifts comprising out-of-mission area and inter-mission air movements to ensure that flights are utilized according to the Secretariat's concept of global fleet utilization and fleet optimization
- Monitoring and tracking of 3,500 strategic flights engaged in out-of-mission area and inter-mission air movements to centralize the control and monitoring of aircraft globally to enhance cost efficiencies; provision of support to search and rescue
- Provision of aeronautical guidance, meteorological assistance, overflight and landing clearances to 18 strategic air operations
- Provision of ground handling support services for 15 United Nations mission airlifts and 15 WFP airlifts operating to and from the airport at UNLB
- Develop airfield and air terminal plans and related rehabilitation projects in field missions, within the policies and guidelines issued by Headquarters, to ensure that the airfield infrastructure in missions allows for safe air operations
- Production of high-resolution satellite images and topographic maps of priority deployment areas, including 80 to 100 topographic map sheets for the African Union/United Nations Hybrid Operation in Darfur (UNAMID) and the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO); 1 hydrogeological study for the United Nations Mission for the Referendum in Western Sahara, an extraction of elevation contour lines around Mogadishu airport for the United Nations Support Office for the African Union Mission in Somalia; and production of an equivalent amount of geospatial data for UNAMID and MONUSCO
- Implementation of the first two of four phases of the global United Nations Geographic Information System (GIS) architecture, in particular the geospatial data repository and the data visualization components, with the overall goal of building a GIS system which will be supported by existing information technology infrastructure and be accessible from any United Nations network
- Introduction of centralized warehousing and merging inventory management and technical support resources to achieve synergy and economies of scale
- Production of engineering designs, international standards and specifications for general construction, engineering equipment and associated materials to field missions, and international organizations, including the African Union
- Guidance on planning and design development before the commencement of construction projects

- Provision of international standards and standardized design packages, including drawings, scope of works, bills of quantities, technical specifications, relevant technical publications
- Delivery of training courses, including 15 surface transport courses on technical, operational and managerial skills; 2 logistics courses focused on supply chain management, warehousing, receipt and inspection, distribution, and international commercial terms; 4 GIS-type courses focused on geospatial data, terrain-mapping, high-resolution satellite images and topographic maps; 2 engineering courses focused on alternate energy sources, modularization, waste and water management; and 2 occupational work safety campaigns held to inform UNLB staff of best practices in the workplace
- Operation, testing, inspection, maintenance and repair of 137 vehicles in the UNLB operational vehicle fleet and 9 generators
- Receipt, inspection, testing, preservation, storage and maintenance of strategic deployment stocks and United Nations reserve stocks

Communications and Information Technology Services

- Support and maintenance of 81 E1 inter-mission voice lines, 52 commercial integrated services digital network E1 voice lines, 12 leased lines and 5 high-speed Internet links
- Maintenance and operation of 73 switches, 6 firewalls, 7 firewall system modules, 73 servers, 26 routers, 9 network analyser modules, 9 intrusion-detection system modules, 2 content switching modules, 2 cache engines, 6 netscalers, and 47 appliance accelerator and command managers
- Hosting, maintenance and service desk support for 60 centrally hosted applications (asset management financial and procurement systems, field support suite, web mailboxes, websites and Lotus Notes replications) for all field missions and Headquarters
- Storage for production data, and mail database for disaster recovery and business continuity purposes (1,000 terabyte data-storage capacity) for global operations
- Satellite communication services and remote support for a satellite network consisting of: 38 regional earth station hubs, 384 satellite terminals (very small aperture terminal), 457 inter-mission and mission-to-hub satellite links using 4 satellites and 13 transponders plus staging and preparation of satellite communication stocks
- Technical specifications and evaluations conducted for equipment purchases and administration of 27 local system contracts for information and communication technology services and equipment

Base Support Services

- Provision of management and administrative support to an average of 351 civilian personnel
- Completion of reference checks for up to 1,250 internal and external candidates for peace operations positions
- Coordination and provision of administrative and logistical support for the delivery of 227 training courses and conferences
- Provision of medical services to UNLB personnel and United Nations trainees, medical briefings to 300 newly recruited civilian staff attending predeployment training, and 10 training sessions on sexually transmitted infections and HIV, for UNLB personnel
- Maintenance and operation of the UNLB communications systems, including 105 digital enhanced cordless telecommunications handheld transceivers, 667 desk phones, and three Cisco call managers

- Maintenance and operation of the UNLB information technology infrastructure comprising of 58 switches, 3 firewalls, 61 servers, 142 Cisco network devices and 2 high-end data-storage systems for data recovery and business continuity
- Storage for production data and mail database for disaster recovery and business continuity purposes (10 terabyte data-storage capacity) for local campus operations
- Maintenance and operation of the UNLB information technology equipment comprising of 632 desktop computers, 149 laptop computers, 64 printers, 8 plotters, 41 digital senders and 2 tape libraries
- Maintenance of 53 hard-wall buildings (48,728 m^2), 15 additional buildings in the engine revision workshop area (5,240 m^2), 13 soft-wall structures (7,215 m2), 111 prefabricated container units and 343,028 m^2 of open areas in Brindisi as well as 138,008 m^2 of roads and parking areas in Brindisi, through the management of 35 service contracts, including 14 building maintenance services contracts, 7 ground maintenance services contracts, 10 blanket purchase agreements and 4 utility contracts

Office of the Director

- Provision of security services 24 hours a day, 7 days a week, in Brindisi and Valencia
- Provision of contract management services
- Support and oversee the activities of the Regional Aviation Safety Office, including the coordination of 9 aviation safety assessment visits and 2 carrier survey visits
- Development of a planning function, including the production of 12 reports on risk analysis and 4 reports on the implementation of the UNLB budget and the utilization of resources
- Processing of 1,300 education grant claims
- Review and recommendation of 1,500 candidates for Field Central Review Board clearance and review of 800 Field Central Review Board cases

Table 1
Human resources: Office of the Director, United Nations Logistics Base

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff*	*United Nations Volunteers*	*Total*
Immediate Office of the Director, United Nations Logistics Base									
Approved posts 2010/11	—	1	—	2	1	4	3	—	7
Proposed posts 2011/12	—	1	2	4	1	8	4	—	12
Net change	—	—	2	2	—	4	1	—	5
Security Office									
Approved posts 2010/11	—	—	—	—	—	—	3	—	3
Proposed posts 2011/12	—	—	—	—	—	—	3	—	3
Net change, posts	—	—	—	—	—	—	—	—	—

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Approved temporary positions[b] 2010/11	—	—	—	—	—	—	7	—	7
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	7	—	7
Net change, positions	—	—	—	—	—	—	—	—	—
Total, Security Office									
Approved 2010/11	—	—	—	—	—	—	10	—	10
Proposed 2011/12	—	—	—	—	—	—	10	—	10
Net change	—	—	—	—	—	—	—	—	—
Regional Aviation Safety Office									
Approved posts 2010/11	—	—	1	1	—	2	—	—	2
Proposed posts 2011/12	—	—	1	1	—	2	—	—	2
Net change	—	—	—	—	—	—	—	—	—
Field Central Review Board									
Approved posts 2010/11	—	—	1	2	—	3	2	—	5
Proposed posts 2011/12	—	—	1	2	—	3	4	—	7
Net change	—	—	—	—	—	—	2	—	2
Total, Office of the Director									
Approved posts 2010/11	—	1	2	5	1	9	15	—	24
Proposed posts 2011/12	—	1	4	7	1	13	18	—	31
Net change, Office of the Director	—	—	2	2	—	4	3	—	7

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance.

28. The summary of the proposed staffing changes for the Office of the Director is presented in the table below.

Proposed staffing change	Posts
Redeployment from Headquarters	3 (1 P-4, 1 P-3, 1 P-2)
Redeployment from within UNLB	1 national General Service
Reassignment	1 P-4, 2 General Service
Net increase	7

Immediate Office of the Director

International staff: increase of 4 posts (redeployment of 1 P-4, 1 P-3, and 1 P-2 from Headquarters, and reassignment of 1 P-4 from within UNLB)

National staff: redeployment of 1 national General Service from within UNLB

29. As proposed, the Field Contracts Unit will be integrated into the structure of UNLB. In the context of reprofiling UNLB into a global service centre in line with the requirements of the global field support strategy, it is proposed to redeploy three posts from Headquarters comprising a Chief, Field Contracts Unit (P-4), a Contracts Management Officer (P-3) and an Associate Contracts Management Officer (P-2). The redeployment of those posts to UNLB will improve the effectiveness of contracts management and oversight as the posts will be in closer proximity to the missions they will serve.

30. The Chief, Field Contracts Unit (P-4) will be responsible for the day-to-day activities of the Unit as well as for the supervision and guidance of staff. The incumbent will work closely with missions to ensure contract compliance and the effective performance management, develop standard operating procedures and identify, record and disseminate best practices and lessons learned. The Chief, Field Contracts Unit will assist with budget and acquisition planning and support the field mission procurement processes, provide guidance during contract formulation and ensure the enforcement of United Nations contracts in consultation with mission personnel and in liaison with other departments.

31. Two additional posts within the Field Contracts Unit proposed for redeployment comprise a Contracts Management Officer (P-3) and an Associate Contracts Management Officer (P-2) to provide support to the Chief, Field Contracts Unit in ensuring proper administration of complex commercial contracts at the operational and tactical level and proper articulation of contract technical specifications. The incumbents will contribute towards the drafting of statements of works and requests for proposals and model contracts, provide assistance with the interpretation of contractual provisions, assess performance issues, assist with contract amendments and extensions, assist with the close out of contracts upon expiry or completion, assist with resolving conflicts and problems arising in cases of poor performance or non-compliance and document those cases and refer them to the United Nations Procurement Division for resolution.

32. As the multifaceted aspects of managing the day-to-day functions in the Office of the Director, UNLB become more complex, it is proposed to reassign the post of the P-4 Chief Engineer from the abolished Engineering Section within Logistics Services to the Immediate Office of the Director, UNLB in the capacity of a P-4 Planning Officer to reinforce the staffing establishment of the Immediate Office of the Director, UNLB and to provide for effective planning and coordination of the Logistics Base. The incumbent will participate in the development, implementation and evaluation of assigned programmes and projects, provide programme guidance as required, facilitate UNLB monitoring and evaluation processes, develop reporting formats, distribution timelines for all monitoring and evaluation matrixes, consolidate periodic reports on progress in achieving the outcomes of the results-based-budgeting frameworks, review relevant documents and reports, identify problems and issues to be addressed and propose corrective actions, analyse and present information gathered from diverse sources on issues relevant to UNLB, and

assist in policy development, including the review and analysis of issues. In addition to the foregoing, the incumbent will produce various documents, including draft background papers, analysis and elements of reports and studies.

33. The redeployment of one national General Service Administrative Assistant post is proposed from the abolished Engineering Section within Logistics Services, to the Office of the Director, UNLB. The Administrative Assistant will provide administrative support to the Director of UNLB and to all of the staff in the Immediate Office as well as coordinate the general day-to-day administrative processes. This redeployment will provide additional support in the processing of administrative-related tasks, which will include managing the Director's calendar, responding to information requests and inquiries, establishing an e-filing system aimed at improving the overall efficiency of the Office, attending meetings and drafting minutes as well as monitoring follow-up activities, and performing any other ad hoc duties as required. In addition to providing support to the Director, the position will provide backstopping support to the Planning Officer discussed above, as well as the budget and legal officers within the Office.

Field Central Review Board

National staff: reassignment of 2 General Service posts from Headquarters

34. It is proposed to reassign one Recruitment Clerk and one Travel Assistant from Headquarters to UNLB to work on education processing. The reassignment of those posts will allow better delivery of service, closer proximity to missions and increase the effectiveness and efficiency in responding to mission demands, as foreseen in the global field support strategy.

Table 2
Human resources: Base Support Services

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Chief, Base Support Services									
Approved posts 2010/11	—	—	1	—	—	1	2	—	3
Proposed posts 2011/12	—	—	1	—	—	1	6	—	7
Net change	—	—	—	—	—	—	4	—	4
Archives, Mail and Pouch Registry Unit									
Approved posts 2010/11	—	—	—	1	—	1	3	—	4
Proposed posts 2011/12	—	—	—	—	—	—	—	—	—
Net change	—	—	—	(1)	—	(1)	(3)	—	(4)
ICT/Logistics Campus Support Unit									
Approved posts 2010/11	—	—	—	—	2	2	13	—	15
Proposed posts 2011/12	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	(2)	(2)	(13)	—	(15)

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Facilities Management Unit									
Approved posts 2010/11	—	—	—	—	1	1	24	—	25
Proposed posts 2011/12	—	—	—	—	—	—	—	—	—
Net change, posts	—	—	—	—	(1)	(1)	(24)	—	(25)
Approved temporary positions[b] 2010/11	—	—	—	—	—	—	1	—	1
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	—	—	—
Net change, positions	—	—	—	—	—	—	(1)	—	(1)
Total, Facilities Management Unit									
Approved 2010/11	—	—	—	—	1	1	25	—	26
Proposed 2011/12	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	(1)	(1)	(25)	—	(26)
Finance Section									
Approved 2010/11	—	—	1	—	1	2	9	—	11
Proposed 2011/12	—	—	1	—	1	2	9	—	11
Net change	—	—	—	—	—	—	—	—	—
Human Resources Section									
Approved 2010/11	—	—	1	—	1	2	9	—	11
Proposed 2011/12	—	—	1	1	1	3	10	—	13
Net change, posts	—	—	—	1	—	1	1	—	2
Approved temporary positions[b] 2010/11	—	—	—	1	—	1	7	—	8
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	6	—	6
Net change, positions	—	—	—	(1)	—	(1)	(1)	—	(2)
Total, Human Resources Section									
Approved 2010/11	—	—	1	1	1	3	16	—	19
Proposed 2011/12	—	—	1	1	1	3	16	—	19
Net change	—	—	—	—	—	—	—	—	—
Procurement Section									
Approved 2010/11	—	—	1	1	1	3	10	—	13
Proposed 2011/12	—	—	1	1	1	3	10	—	13
Net change	—	—	—	—	—	—	—	—	—

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Campus Support Section									
Approved 2010/11	—	—	—	—	—	—	—	—	—
Proposed 2011/12	—	—	—	1	2	3	46	—	49
Net change	—	—	—	1	2	3	46	—	49
Medical Clinic									
Approved 2010/11	—	—	—	—	—	—	2	—	2
Proposed 2011/12	—	—	—	—	—	—	2	—	2
Net change	—	—	—	—	—	—	—	—	—
Total, Base Support Services									
Approved 2010/11	—	—	4	3	6	13	80	—	93
Proposed 2010/11	—	—	4	3	5	12	89	—	101
Net change, Base Support Services	—	—	—	—	(1)	(1)	9	—	8

[a] Includes national General Service staff.
[b] Funded under general temporary assistance.

35. The proposed staffing changes for Base Support Services are summarized in the table below.

Type of proposed staffing change	Posts
Establishment	2 national General Service
Conversion	4 (1 P-3, 3 national General Service)
Reclassification	1 (Field Service to P-3)
Redeployments within UNLB	Net increase of 6 national General Service
Net increase[a]	**8**

[a] Excludes proposed reclassifications and conversions.

Office of the Chief, Base Support Services

36. Pursuant to General Assembly resolution 65/248 of 24 December 2010 on the harmonization of conditions of service in the field, it is proposed that one P-2 post be converted to a national General Service post in the Office of the Chief, Base Support Services.

37. The redeployment of three national General Service posts is proposed from the previously standalone unit of Archives, Mail, Pouch and Registry to the Office of the Chief, Base Support Services.

Campus Support Section

International staff: increase of 3 posts (3 Field Service posts redeployed from within UNLB) and 1 reclassification of Field Service post to a P-3 post

National staff: increase of 46 national General Service posts (2 establishments, 1 conversion of a position funded under general temporary assistance to a national General Service post and 43 redeployments from within UNLB)

38. In connection with the reprofiling of UNLB into a global service centre and as a strategic enabler of the global field support strategy, a review of UNLB was undertaken to separate global activities from the self-administration of UNLB. That review led to the redefinition of the three UNLB Services, and specifically to the establishment of the Campus Support Section within Base Support Services.

39. The Campus Support Section was created as a means of consolidating individual technical service units into a cohesive and integrated service entity to support local clients. This involved repositioning relevant functions into the Facilities Management Unit, Communications and Technical Services Unit and the Dispatch Unit.

40. The Facilities Management Unit is responsible for the management of all base facilities at UNLB. Services include emergency maintenance, preventive maintenance, renovation and alterations, and the administration of services such as heating fuel, electricity, cleaning, disposal, ground maintenance, fumigation, pest control and garbage collection. The Unit is also responsible for developing and implementing on-base engineering project works and supervising outsourced turnkey projects as well managing office space allocation and planning and managing future expected demands related to office, warehouse and open space requirements. The Communications and Technical Services Unit provides a full range of information technology and telecommunications services to UNLB staff, the United Nations International Computing Centre and UNOPS core staff members in addition to contracted consultants. The Dispatch Unit is responsible for administering the UNLB fleet of passenger vehicles, which are established as vehicle pools in various parts of the Base. It is also responsible for making the transportation arrangements necessary for the more than 4,500 trainees and other official visitors to UNLB.

41. The Campus Support Section will continue to evolve during the 2011/12 budget period as full integration of the Units takes place and a harmonization of operational processes, databases and electronic systems occurs. The consolidation of individual technical service units into a cohesive and integrated service entity to support local clients will enable the Campus Support Section to deliver services through this singular entity and under a unified managerial structure.

42. During the 2011/12 budget period and pending a future determination of the final composition and configuration of the Campus Support Section, the individual Units within the Section will report directly to Chief, Base Support Services.

43. A total of three Field Service posts are proposed for redeployment from within UNLB comprising two from the former ICT/Logistics Campus Support Unit and one from the former Facilities Management Section, both of which have been merged into the Campus Support Section.

44. The reclassification of the Chief, Facilities Management Unit, from a Field Service post to P-3 post has been approved by the Office of Human Resources Management and is presented for endorsement.

45. Following the delineation of UNLB local and global activities, the proposed Facilities Management Unit, within the Campus Support Section, will become the singular maintenance support centre for engineering-related activities for the Base. This will result in improved overall operational efficiency by establishing a singular Base engineering entity for the administrative support units, including the procurement, finance and budget functions.

46. The new structure of the Facilities Management Unit will include a functioning project planning unit, where planning, defining, executing and maintaining will be undertaken in a holistic manner and where operational and financial oversight for on-base activities will be centralized within one Service.

47. In the context of the above, the Chief, Facilities Management Unit, will be responsible for the overall support, maintenance and management of 53 hard-walls, 26 prefabricated and 13 soft-walled buildings on the United Nations Logistics Base campus. In addition to the management of buildings on the Base, the Chief, Facilities Management Unit, will also support, maintain and manage UNLB outdoor space on campus. The specific aspects of the outdoor and indoor support, maintenance and management include the coordination of the construction, repair and maintenance of buildings and services for systems and equipment, planning construction and renovation projects, managing the preparation of scopes of work and technical specifications, including engineering drawings and cost estimates and liaisons with safety and security to ensure safe and secure premises.

48. The integration of similar service units under one structure and led by the Chief, Facilities Management Unit, will continue to allow for an appropriate level of supervision, efficient decision-making and centralized accountability, improved reporting lines to the Chief, Base Support Services, and enable increased management attention to the larger core administrative and campus support activities.

49. Two national General Service posts are proposed for establishment in the Campus Support Section, both of them in the Communications and Technical Services Unit.

50. The first post is for a Telecommunications Assistant to serve as an audiovisual technician within the UNLB Training Centre. The Training Centre develops, implements and delivers global logistical, technical and operational training courses to field missions, Headquarters and United Nations system agencies, funds and programmes as well as hosts training courses, workshops and seminars in classrooms that are equipped with specialized equipment. The proposed Telecommunications Assistant will support the existing audiovisual equipment at the Training Centre's main facility in Building 94, the recently completed training facility in Building 228, as well as the existing two smaller facilities.

51. An additional post is proposed for an Information Technology Assistant serving as Lotus Notes administrator to manage and maintain 550 user mailboxes, 150 group mailboxes, 30 test mailboxes, 94 Lotus Notes applications and 7 databases. The Base has seen an increase in e-mail accounts from 48 in the financial period ending June 1999 to 136 at the end of July 2005 to the current total of 550 e-mail accounts.

52. The current capacity of the Campus Support Section is limited and with approximately 550 on-base users, the additional technical expertise will allow for improved service performance and maintenance of the Lotus Notes infrastructure to reduce downtime and allocate the responsibility for Lotus Notes applications beyond one Lotus Notes Administrator, which would not otherwise be a sustainable long-term arrangement.

53. One national General Service Administrative Assistant position is proposed for conversion to a post, as the nature of the services provided by that position are continuous. These include the administration of an $11 million budget segment, support activities related to requisitioning, contract management and invoice verification. The Campus Support Section does not currently have an Administrative Assistant, thereby making this conversion a key staffing requirement for the Section.

Human Resources Section

International staff: conversion of 1 P-3 position to a post

National staff: conversion of 1 national General Service position to a post

54. The P-3 Human Resources Officer position, which has fiduciary certifying responsibilities within the Section, is responsible for the management of three units comprising the National Staff Unit, the Travel Unit and the Training Centre, and the national General Service Human Resources Clerk position, which provides assistance with staff-related administrative duties, including the administration of staff entitlements and benefits, recruitment activities and travel functions, are both proposed for conversion owing to the ongoing and continuous nature of the services provided within those positions.

Redeployments

55. The redeployments proposed for Base Support Services from within UNLB are set out in the table below.

Section		*Posts to be redeployed*		
From	*To*	*To Base Support Services*	*From Base Support Services*	*Details*
Archives, Mail and Pouch Registry Unit	Office of the Chief, Base Support Services	4	(4)	1 national General Service post (converted from a P-2) and 3 national General Service
Engineering Section	Campus Support Section	6	—	6 national General Service
ICT/Logistics Campus Support Unit (former)	Campus Support Section	15	(15)	2 Field Service, 13 national General Service
Facilities Management Section (former)	Campus Support Section	25	(25)	1 Field Service, 24 national General Service
Redeployment to (from) Base Support Services		**50**	**(44)**	
Net redeployment to (from) Base Support Services		**6**		

Table 3
Human resources: Logistics Services

Civilian staff	International staff						National staff	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Office of the Chief, Logistics Services									
Approved posts 2010/11	—	—	1	—	—	1	2	—	3
Proposed posts 2011/12	—	—	1	—	—	1	2	—	3
Net change	—	—	—	—	—	—	—	—	—
Engineering Section									
Approved posts 2010/11	—	—	1	1	1	3	24	—	27
Proposed posts 2011/12	—	—	—	—	—	—	—	—	—
Net change	—	—	(1)	(1)	(1)	(3)	(24)	—	(27)
Logistics Operations Section									
Approved posts 2010/11	—	—	1	—	1	2	26	—	28
Proposed posts 2011/12	—	—	1	—	1	2	26	—	28
Net change	—	—	—	—	—	—	—	—	—
Transport Section									
Approved posts 2010/11	—	—	1	—	2	3	25	—	28
Proposed posts 2011/12	—	—	1	—	2	3	34	—	37
Net change, posts	—	—	—	—	—	—	9	—	9
Approved temporary positions[b] 2010/11	—	—	—	—	—	—	1	—	1
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	—	—	—
Net change, positions	—	—	—	—	—	—	(1)	—	(1)
Total, Transport Section									
Approved 2010/11	—	—	1	—	2	3	26	—	29
Proposed 2011/12	—	—	1	—	2	3	34	—	37
Net change	—	—	—	—	—	—	8	—	8
Supply Section									
Approved posts 2010/11	—	—	1	1	—	2	21	—	23
Proposed posts 2011/12	—	—	1	1	—	2	27	—	29
Net change	—	—	—	—	—	—	6	—	6
Engineering Standards and Design Centre									
Approved posts 2010/11	—	—	—	—	—	—	—	—	—
Proposed posts 2011/12	—	—	1	2	—	3	6	—	9
Net change, posts	—	—	1	2	—	3	6	—	9

Civilian staff	International staff						National staff	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal			
Approved temporary positions[b] 2010/11	—	—	1	1	—	2	2	—	4
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	—	—	—
Net change, positions	—	—	(1)	(1)	—	(2)	(2)	—	(4)
Total, Engineering Standards and Design Centre									
Approved 2010/11	—	—	1	1	—	2	2	—	4
Proposed 2011/12	—	—	1	2	—	3	6	—	9
Net change	—	—	—	1	—	1	4	—	5
Property Management Section									
Approved posts 2010/11	—	—	—	2	—	2	13	—	15
Proposed posts 2011/12	—	—	—	2	—	2	13	—	15
Net change	—	—	—	—	—	—	—	—	—
Geographic Information System Centre									
Approved posts 2010/11	—	—	1	—	—	1	—	—	1
Proposed posts 2011/12	—	—	1	1	1	3	4	—	7
Net change, posts	—	—	—	1	1	2	4	—	6
Approved temporary positions[b] 2010/11	—	—	—	1	1	2	4	—	6
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	—	—	—
Net change, positions	—	—	—	(1)	(1)	(2)	(4)	—	(6)
Total, Geographic Information System Centre									
Approved 2010/11	—	—	1	1	1	3	4	—	7
Proposed 2011/12	—	—	1	1	1	3	4	—	7
Net change	—	—	—	—	—	—	—	—	—
Strategic Air Operations Centre									
Approved posts 2010/11	—	—	1	3	2	6	2	—	8
Proposed posts 2011/12	—	—	2	4	3	9	3	—	12
Net change, posts	—	—	1	1	1	3	1	—	4
Approved temporary positions[b] 2010/11	—	—	—	—	1	1	1	—	2
Proposed temporary positions[b] 2011/12	—	—	—	—	—	—	—	—	—
Net change, positions	—	—	—	—	(1)	(1)	(1)	—	(2)

Civilian staff	International staff						National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-3-P-4	P-3-P-2	Field Service	Subtotal			
Total, Strategic Air Operations Centre									
Approved 2010/11	—	—	1	3	3	7	3	—	10
Proposed 2011/12	—	—	2	4	3	9	3	—	12
Net change	—	—	1	1	—	2	—	—	2
Total, Logistics Services									
Approved 2010/11	—	—	8	9	8	25	121	—	146
Proposed 2011/12	—	—	8	10	7	25	115	—	140
Net change, Logistics Services	—	—	—	1	(1)	5	(6)	—	(6)

[a] Includes national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

56. The summary of proposed staffing changes for Logistics Services is provided in the table below.

Proposed staffing change	Posts
Conversion	14 (1 P-4, 3 P-3, 2 Field Service, 8 national General Service)
Redeployment from Headquarters	2 (1 P-4, 1 P-3)
Redeployment to (from) within UNLB	Net decrease of 7 national General Service posts
Reassignment	Decrease of 1 P-4
Net increase (decrease)[a]	**(6)**

[a] Excludes proposed conversions.

Redeployments

57. Included in the staffing changes described above are the following redeployments proposed for Logistics Services.

Section		Posts to be redeployed		
From	To	To Logistics Services	From Logistics Services	Details
Engineering Section	Supply Section	6	(6)	6 national General Service
Engineering Section	Transport Section	8	(8)	1 Field Service; 7 national General Service
Engineering Section	Engineering Standards and Design Centre	5	(5)	1 P-3, 4 national General Service
Engineering Section	Office of the Director, UNLB		(1)	1 national General Service

Section		Posts to be redeployed		
From	*To*	*To Logistics Services*	*From Logistics Services*	*Details*
Engineering Section	Campus Support Section		(6)	6 national General Service
Redeployment to (from) Logistics Services		**19**	**(26)**	
Net redeployment to (from) Logistics Services			**(7)**	

58. These structural changes stem from the proposal to abolish the Engineering Section and will result in the redeployment of posts to various units and sections within UNLB, as outlined in the table above.

59. In addition to the above-described redeployments within UNLB, two Air Operations Officers, comprising one P-4 post and one P-3 position are proposed for redeployment from Headquarters to the Airfield and Air Terminal Unit within the Strategic Air Operations Centre, Logistics Services, UNLB. These redeployments will allow for improved planning and provision of aerospace ground support equipment requirements to support aircraft ground handling, resulting in a safer and cost-effective handling of the aircraft on the ground, refuelling, passenger handling, cargo handling, airfield and air terminal security standards and equipment, emergency crash rescue vehicles and equipment in field missions.

60. The Airfield and Air Terminal Unit contributes to the Transportation and Movement Service in the establishment of systems contracts for all types of equipment and provides support in airport master planning, airfield repair programme and the management of aviation air/ground support services to support the field missions' airfield and air terminal requirements. There is a requirement for aviation infrastructure in support of safe United Nations aviation operations. Aviation support to the mission becomes hazardous or impossible unless the aviation infrastructure is improved to at least the minimum standards of the International Civil Aviation Organization. Some aviation infrastructures in peacekeeping operations are in poor repair or are non-existent. United Nations aircraft are operating in an ever more hazardous airfield environment as a result of deteriorating infrastructure.

Conversions

61. By its resolution 61/277, the General Assembly approved the creation of temporary positions in the Strategic Air Operations Centre, the Geographic Information System Centre, and the Engineering Standards and Design Centre at UNLB. Those centres were established as tenant units in October 2007 with temporary positions funded from general temporary assistance. Effective 1 July 2010, all three tenant units were amalgamated into UNLB under Logistics Services, allowing for a common platform for the delivery of services to field missions. Acknowledging the continuous nature of the services being provided by these temporary positions, 12 positions from the former tenant units are proposed for conversion, along with two additional positions comprising a Driver in the Transport Section and an Air Operations Officer in the Strategic Air Operations Centre:

(a) Transport Section:

- Pursuant to General Assembly resolution 65/248, on the harmonization of conditions of service in the field, it is proposed that one Field Service post be converted to a national General Service post in the Transport Section
- In addition to the conversion pursuant to resolution 65/248, the following conversion is also proposed:
  - *1 Driver (national General Service)* — the position will continue to conduct the mandatory driver familiarization and testing for UNLB, drive trucks with general cargo or hazardous goods, including fuel, and will be responsible for vehicle loads and ensuring security, safety and delivery, and the coordination of tasks and duties in absence of the Transport Assistant

(b) Engineering Standards and Design Centre:

- *1 P-4 Engineering Officer* — the incumbent of this position will continue to play a major role in designing and implementing the concept of modularization, which is central to the successful implementation of the global field support strategy. As the Chief of the Centre, the incumbent will be responsible for planning the work of the Centre in coordination with the Chief, Logistics Services, and mission requirements. In addition, the Chief, Engineering Standards and Design Centre, will be responsible for overseeing, and ensuring that a comprehensive electronic library of designs, technical information, drawings is maintained and accessible to missions
- *1 P-3 Engineering Officer* — the incumbent of this position will continue to be responsible for the provision of engineering design packages to missions on request; and for the introduction of Engineering Standards and Design Centre products to mission engineers, providing regular updates and information to all field missions on engineering topics; actively participating in providing engineering support on the ground to missions, developing and implementing standardized designs for engineering projects, supporting the modularization programme by developing engineering solutions and various project packages and modules for field missions, developing specifications for global systems contracts, actively supporting Prototype Inspections and participating in bidders' conferences on various engineering topics in order to ensure compliance with international standards and greater understanding of field missions needs
- *1 national General Service Engineering Assistant* — the incumbent of this position will continue to manage, develop, and maintain the Online Engineering Database. Other responsibilities will include the screening and uploading of relevant data for the development of design packages and predefined modules, providing access and log-in instructions for database to end-users, and managing and updating the Online Engineering Standards Library. In addition, the Engineering Assistant will provide assistance to all missions through the Virtual Engineering Helpdesk and the Virtual Engineering Workspace and support in the development and updating of standardized design packages
- *1 national General Service Architectural Assistant* — the functions of this position will continue to support the modularization programme by identifying engineering modules required for the 200 man-standard camp, providing

useful data and links to available systems contracts, maintaining and uploading existing systems contracts and related manuals into the Engineering Database and related workspaces. In addition, the Architectural Assistant will be responsible for the screening and identification of international codes and standards relevant for missions to be purchased and uploading them into the Online Library. The incumbent will continue to provide training on engineering subjects and support the Engineering Section at Headquarters in the development of modular systems contracts

(c) Geographic Information System Centre:

- *1 P-3 Geospatial Officer* — the Geospatial Officer will continue with the development and management of the geospatial data production cell, which is tasked with the production of military grade topographic geospatial databases and maps in support of peace operations worldwide and humanitarian crisis response. The Officer will continue responsibility for oversight and quality control of geospatial data being produced under contractual arrangements as well as the day-to-day management of the GIS Centre in the absence of the Chief of Unit

- *1 Field Service Geospatial Systems Assistant* — the incumbent will continue to provide assistance with the development of the Rapid Deployment Geo-Module, a containerized rapidly deployable capability from which in theatre GIS staff can work, and which houses GIS hardware, software and consumables

- *1 national General Service Geospatial Systems Assistant* — the Assistant will continue to provide assistance with development of the geospatial systems cell and provision of first-level help desk support for GIS issues

- *1 national General Service Geospatial Information Assistant* — the incumbent will continue monitoring the quality of data produced under contractual arrangements and ensuring comparability with international standards.

- *1 national General Service Terrain Analyst* — the incumbent will continue to contribute to the production of solutions focused on the effects of geography on various functions ranging from strategic planning to operations and tactical execution, conducting subsurface GIS terrain analysis to identify groundwater resources in arid environments, conducting field surveys to support proper camp site selection, implementing models to assess on- and off-road mobility, building three-dimensional models of cities for line-of-sight analysis, production of techniques to assess and quantify terrain parameters (e.g., slope, vegetation coverage, soil type, etc.) and their effects on any mission's potential course of action, being responsible for developing and delivering specialized technical courses to GIS staff in missions and for the design and implementation of a solution to deliver near real-time information for on-road mobility using the United Nations Earth platform

- *1 national General Service Imagery Analyst* — the Imagery Analyst will continue with the development of the Terrain Analysis cell, which is tasked with the production of a range of solutions focused on analysing the effects of geography on various functions, from strategic planning, through operations and tactical execution.

(d) Strategic Air Operations Centre:

- *1 P-3 Air Operations Officer* — the incumbent will be responsible for coordinating aerospace ground support requirements for aircraft, passenger and cargo handling, refuelling, airfield and air terminal security standards equipment, emergency crash rescue vehicles and equipment in field missions
- *1 Field Service Air Operational Officer* — the incumbent will continue to be responsible for ongoing flight activities, including real-time monitoring, tracking, status reporting and coordination with civil aviation authorities, ensuring compliance with the provisions of the tasking order, reporting and correcting deviations, facilitating overflight and landing clearances
- *1 national General Service Administrative Assistant* — the incumbent will continue to provide day-to-day general administrative support, including, filing, archiving, preparation of requisitions for goods or services, leave and attendance monitoring, maintaining and updating the aviation library as a source of reference for aviation equipment and services

Table 4
Human resources: Communications and Information Technology Services

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Communications and Information Technology Services, Brindisi									
Approved posts 2010/11	—	—	3	2	8	13	41	—	54
Proposed posts 2011/12	—	—	4	3	8	15	42	—	57
Net change	—	—	1	1	—	2	1	—	3
Communications and Information Technology Services, Valencia									
Approved posts 2010/11	—	—	3	1	2	6	13	—	19
Proposed posts 2011/12	—	—	5	1	2	8	14	—	22
Net change	—	—	2	—	—	2	1	—	3
Total, Communications and Information Technology Services									
Approved 2010/11	—	—	6	3	10	19	54	—	73
Proposed 2011/12	—	—	9	4	10	23	56	—	79
Net change	—	—	3	1	—	4	2	—	6

[a] Includes national General Service staff.

62. The summary of proposed staffing changes for Communications and Information Technology Services is detailed in the table below.

Proposed staffing change	*Posts*
Establishment	3 (2 P-4, 1 General Service)
Redeployment from Headquarters	3 (1 P-4, 1 P-3, 1 General Service)
Net increase	**6**

Office of the Chief, Communications and Information Technology Services, Brindisi

International staff: increase of 1 post (redeployment of 1 P-3 from Headquarters)

63. In line with the phased establishment of the global field support strategy, technical support for field financial technology systems such as SunSystems and Progen, currently located in the Field System Support Unit of the Field Budget and Finance Division at Headquarters, will be managed by the Global Service Centre at UNLB. Accordingly, it is proposed to redeploy one Programmer Analyst P-3 post to the Office of the Chief of the Communications and Information Technology Services at UNLB. The redeployment of the post would allow greater efficiency and effectiveness in the provision of support to field missions.

Assets Management Section

International staff: increase of 1 post (redeployment of 1 P-4 from Headquarters)

National staff: increase of 1 General Service post (redeployment from Headquarters)

64. In line with the phased establishment of the Global Service Centre at UNLB, the technical strategic deployment stocks management functions currently located in the Information and Communications Technology Division at Headquarters have been proposed to be transferred to the Assets Management Section within the Communications and Information Technology Service. The transfer of the strategic deployment stocks supporting processes will result into greater efficiency and effectiveness in the management of the strategic deployment stocks, in addition to increasing synergy between the strategic deployment stocks asset holding and management subprocesses.

65. The two proposed redeployments of a P-4 post and a General Service post will continue to support the overall management of strategic deployment stocks and facilitate the coordination of activities required to ensure that strategic deployment stocks requirements are met, including the material release plan preparation, stock control, composition review and interface with the Strategic Deployment Stocks Unit at Headquarters. In addition, the posts will assist in the preparation of statements of works and requisitions for equipment, evaluate proposals and bids; act as the focal point for all strategic deployment stocks-related issues; authorize invoices for payment to vendors against the appropriate receiving and inspection reports and review the fiscal year-end inventory report.

Office of the Chief, Communication and Information Technology Services, Valencia

International staff: establishment of 1 P-4 post

National staff: establishment of 1 national General Service post

66. A P-4 Senior Information Security Officer post is proposed to manage and operate the Information Security Management System in Valencia. The incumbent

will ensure that compliance with the established information security control objectives is maintained and ensure that United Nations risk-management policies are fully implemented. The incumbent will create and maintain the quality of the System to enable the effective and efficient implementation of any programme and project of the Support Base at Valencia. The incumbent will ensure the protection of information assets and support the establishment of a stringent information security framework in order to assure data integrity and confidentiality.

67. Currently this capacity does not exist and it is critical that it be established to monitor and maintain the Information Security Management System. Given the complexity of the connection of the Support Base at Valencia with the primary active site in Brindisi, connectivity to the field missions and to external Internet and other service providers, special attention is recommended to all domains of security to ensure continuous provision of all mission critical services provided by the Support Base at Valencia.

68. One national General Service Programme Assistant post is proposed for the delivery of support and assistance to the Chief, Communications and Information Technology Services and Communications and Information Technology Services Section Chiefs in the preparation and development of their individual budgets and work programmes. The incumbent will be required to monitor the various accounts and funds on a regular basis in the context of the Communications and Information Technology Services budgets and work programme and advise and implement resource reallocations, as required.

Satellite Engineering Support Section, Valencia

International staff: increase of 1 P-4 post

69. One Senior Satellite Communications Engineer post is proposed to support the operations and monitoring of the Department of Field Support satellite communications network from the secondary active telecommunications site in Valencia. The incumbent of the post is expected to ensure the continuity of the management services associated with the 155 satellite links which terminate at the Valencia site. The Senior Satellite Communications Engineer will be involved with frequency management and bandwidth allocation for all transponder space, a total of 302 megahertz on 12 transponders distributed on four satellites. In addition to this, the incumbent will coordinate field mission implementation activities with mission engineers, establish operational policies and standards, provide expert advice to the Communications and Information Technology Services leadership on the management, operation and maintenance of the satellite network and identify the need for new systems or modifications to existing systems in response to missions' needs and requests.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	Expenditures (2009/10) (1)	Apportionment (2010/11) (2)	Cost estimates (2011/12) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	—	—	—	—	—
United Nations police	—	—	—	—	—
Formed police units	—	—	—	—	—
Subtotal	—	—	—	—	—
Civilian personnel					
International staff	11 124.9	13 350.6	11 357.5	(1 993.1)	(14.9)
National staff	14 318.8	18 689.2	20 448.6	1 759.4	9.4
United Nations Volunteers	—	—	—	—	—
General temporary assistance	2 439.4	2 698.4	976.0	(1 722.4)	(63.8)
Subtotal	**27 883.1**	**34 738.2**	**32 782.1**	**(1 956.1)**	**(5.6)**
Operational costs					
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	366.7	699.1	662.1	(37.0)	(5.3)
Official travel	829.2	1 075.9	977.9	(98.0)	(9.1)
Facilities and infrastructure	10 696.1	13 061.3	8 443.8	(4 617.5)	(35.4)
Ground transportation	708.8	691.2	609.0	(82.2)	(11.9)
Air transportation	—	—	—	—	—
Naval transportation	—	—	—	—	—
Communications	6 455.2	7 977.0	7 508.2	(468.8)	(5.9)
Information technology	7 541.0	8 397.3	7 833.4	(563.9)	(6.7)
Medical	317.7	297.4	340.1	42.7	14.4
Special equipment	—	—	—	—	—
Other supplies, services and equipment	3 133.3	1 233.2	1 371.8	138.6	11.2
Quick-impact projects	—	—	—	—	—
Subtotal	**30 048.0**	**33 432.4**	**27 746.3**	**(5 686.1)**	**(17.0)**
Gross requirements	**57 931.1**	**68 170.6**	**60 528.4**	**(7 642.2)**	**(11.2)**
Staff assessment income	4 366.9	5 136.5	5 253.0	116.5	2.3
Net requirements	**53 564.2**	**63 034.1**	**55 275.4**	**(7 758.7)**	**(12.3)**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**57 931.1**	**68 170.6**	**60 528.4**	**(7 642.2)**	**(11.2)**

B. Non-budgeted contributions

70. The estimated value of non-budgeted contributions for the period from 1 July 2011 to 30 June 2012 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Voluntary contributions in kind (non-budgeted)[a]	3 248.7
Total	**3 248.7**

[a] Inclusive of office buildings, workshop, warehouse structures and open spaces provided by the Government of Italy valued at $2,348,700 and an estimated value of $900,000 from the Government of Spain in lieu of rental at secondary active telecommunications facility at site B, Valencia.

C. Efficiency gains

71. The cost estimates for the period from 1 July 2011 to 30 June 2012 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Communications and Information Technology Services	525.0	Implementation of combined virtualization and blade server technologies is expected to further reduce the server footprint. UNLB expects to reduce the level of holding by 2 server bank blade systems, 5 high-end servers and 50 low-end servers. The amount stated as savings refers to the replacement figure needed if virtualization and blade server technologies had not been implemented
	15.0	Implementation of the precise temperature monitoring system in most information technology equipment rooms allows for an increase in the temperature of the rooms from 21 degrees Celsius to 23 degrees Celsius and reduction in energy consumption. This was accomplished by isolating cold corridors from hot corridors and the precise temperature monitoring of heavy loaded racks
	20.0	Use of "free cooling" technology in Building 261 Data Centre and Satellite Farm Building A for more than 3,000 hours during winter months (mid-November to mid-March) to achieve savings of up to 60 kilowatts per hour during that period
	30.0	Production of UNLB-Communications and Information Technology Services vertical axis wind turbine to exceed 2.0 megawatts during the 2011/12 budget period

Category	*Amount*	*Initiative*
Base Support Services	20.0	Installation of LED lights in facilities and addition of automatic light switch off sensors during silent hours is expected to result in savings of 14 kilowatts per hour per day. In addition, replacement of a traditional street lights system with solar road lighting is expected to reduce energy consumption for lighting by approximately 25 per cent
	10.0	Improvements in the thermal insulation of all buildings will minimize the loss of heat through windows, doors, walls and roofs and is expected to reduce heating fuel consumption by approximately 5 per cent
	25.0	Implementation of construction materials standardization is expected to reduce duplication of items purchased, achieve discounts due to bulk purchasing, improve maintenance quality; increase the life cycle of purchased material, and reduce overall maintenance costs
	75.0	Establishment of environmental policies, including the preparation of technical specifications and technical evaluation criteria that specify top energy class savings and national/international energy saving standards leading to the purchase of high energy efficiency equipment (air conditioners) and renewable energy technology (solar panels grid and wind turbine) in selected areas of UNLB premises to achieve estimated savings of 5 per cent of the cost of energy during the implementation phase and ultimately approximately 20 per cent of the total cost of energy
Total	**720.0**	

D. Vacancy factors

72. The cost estimates for the period from 1 July 2011 to 30 June 2012 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2009/10*	*Budgeted 2010/11*	*Projected 2011/12*
Civilian personnel			
International staff	11.7	18.0	12.0
National staff	7.3	7.0	6.0
Temporary positions[a]			
International staff	15.3	10.0	—
National staff	4.3	5.0	9.0

[a] Funded under general temporary assistance.

73. There is a reduction in the proposed vacancy rates due primarily to the transfer of the budgetary requirements of the tenant units (Standing Police Capacity, Standing Justice and Corrections Capacity and Integrated Training Service) to the support account for peacekeeping operations in the 2011/12 budget period as the majority of vacancies were recorded against the posts from these Tenant Units.

E. Training

74. The estimated resource requirements for training for the period from 1 July 2011 to 30 June 2012 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	490.1
Official travel	
Official travel, training	330.2
Other supplies, services and equipment	
Training fees, supplies and services	150.6
Total	**970.9**

75. The number of participants planned for the period from 1 July 2011 to 30 June 2012, compared to previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2009/10	*Planned 2010/11*	*Proposed 2011/12*	*Actual 2009/10*	*Planned 2010/11*	*Proposed 2011/12*	*Actual 2009/10*	*Planned 2010/11*	*Proposed 2011/12*
Internal	1 865	1 542	2 100	678	771	833	—	—	—
External[a]	38	40	42	63	97	96	—	—	—
Total	**1 903**	**1 582**	**2 142**	**741**	**868**	**929**	**—**	**—**	**—**

[a] Includes United Nations Logistics Base and outside the mission area.

76. The training of personnel focuses on both external and internal training. The planned internal training programmes encompass continuing support for mission vocational and development training to improve basic, developmental and professional skills and competence for both national and international staff. The programmes focus on safety and security, aviation, movement control, communications and information technology, geographic information systems, customer service, project management, human resources and civilian induction training programmes. External training courses aim at strengthening the substantive and technical capacity of the staff in the fields of communications and information technology, finance and management, procurement, air transportation, security,

property and supply management, geographic information systems, as well as management and organizational development.

77. A total of 3,071 personnel are expected to be trained during the period. Of the total number of personnel planned to be trained, 138 participants will attend training programmes held outside UNLB. A total of 2,933 participants are expected to be trained at UNLB.

III. Analysis of variances[1]

78. The standard terminology applied with respect to the analysis of resources variances is set out in annex I, section B, to the present report. The terminology used remains the same as in previous reports.

	Variance	
International staff	**($1 993.1)**	**(14.9%)**

- **Cost parameters and management: reduced inputs and outputs**

79. The reduced requirements are attributable largely to the transfer of the budgetary requirements for the Tenant Units (Integrated Training Service, Standing Police Capacity and Standing Justice and Corrections Capacity) to the support account for peacekeeping operations in the 2011/12 budget period. This reduction in requirements is partially offset by the proposal to establish two new posts comprising two P-4 posts and the redeployment of six posts from Headquarters to UNLB. This reduction is further offset by the proposed conversion of seven positions into posts comprising 1 P-4, 4 P-3, and 2 field staff.

	Variance	
National staff	**$1 759.4**	**9.4%**

- **Cost parameters and management: additional inputs and outputs**

80. The additional requirements are attributable primarily to increased requirements for salaries and related costs for the proposed conversion of 10 temporary positions to posts and further increased by the proposal for 3 newly established General Service posts, and the reassignment of two posts and the redeployment of one post in the 2011/12 budget period.

	Variance	
General temporary assistance	**($1 722.4)**	**(63.8%)**

- **Cost parameters and management: reduced inputs and outputs**

81. The reduced requirements are largely the result of the conversion of 16 temporary positions into posts, including 6 positions related to international staff and 10 positions related to national staff.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
Consultants	**($37.0)**	**(5.3%)**

- **Cost parameters and management: reduced inputs and outputs**

82. The reduced requirements are primarily the result of a decreased requirement for consultants in Communications and Information Technology Services, which is partially offset by the requirement for a certification in procurement services training course to be conducted for procurement personnel in the 2011/12 budget period.

	Variance	
Official travel	**($98.0)**	**(9.1%)**

- **Cost parameters and management: reduced inputs and outputs**

83. The reduced requirements are attributable largely to the removal of the three Tenant Units, Integrated Training Service, Standing Police Capacity and Standing Justice and Corrections Capacity. The reduction is partially offset by an increase in official travel by the Communications and Information Technology Service.

	Variance	
Facilities and infrastructure	**($4 617.5)**	**(35.4%)**

- **Management: reduced inputs and outputs**

84. The reduced requirements under this heading are attributable primarily to three main events. First, during the 2010/11 budget period, key multi-year projects were completed, including the construction of the Communications and Information Technology Service Satellite Farm Building B, completion of the electrical system at UNLB, as well the access control and closed-circuit television system for the Support Base at Valencia. In addition to the completion of those projects, a reduced requirement for alteration and renovation services is expected during the 2011/12 budget period due to various refurbishments, replacements and renovations which took place during the 2010/11 budget period. Lastly, the acquisition of generators in 2010/11 is not repeated during the 2011/12 budget period. The reduced requirements are partially offset by an increase in utilities and specifically electricity consumption which is expected to increase as a result of the new facilities.

	Variance	
Ground transportation	**($82.2)**	**(11.9%)**

- **Management: reduced inputs and outputs**

85. The reduced requirements are attributable primarily to an anticipated reduction in acquisitions expected during the 2011/12 budget period as well as a decrease in insurance premiums. The reduction is partially offset by an increase in anticipated costs for vehicle maintenance.

	Variance	
Communications	**($468.8)**	**(5.9%)**

- **Management: reduced inputs and outputs**

86. The reduced requirements are primarily the result of the completion of works in the Support Base at Valencia and the related reduction in acquisitions in the budget period mainly for communications equipment, including satellite and videoconference technology. Further reductions under this heading are anticipated due to decreased requirements for contracted communications personnel which were needed during 2010/11. These reductions are partially offset by an anticipated increase in the cost of maintaining equipment during the 2011/12 budget period.

	Variance	
Information technology	**($563.9)**	**(6.7%)**

- **Management: reduced inputs and outputs**

87. The reduced requirements are attributable to several significant one-time purchases which were required during 2010/11 related to the Support Base at Valencia. As construction of that location is largely complete there is a reduced requirement for significant purchases anticipated during the 2011/12 budget period.

	Variance	
Medical	**$42.7**	**14.4%**

- **Management: additional inputs and outputs**

88. The increased requirements under this heading are primarily the result of an increase in the requirement for medical equipment and supplies as well as the proposal to contract specialized medical support on a part-time basis at UNLB.

	Variance	
Other supplies, services and equipment	**$138.6**	**11.2%**

- **Management: additional inputs and outputs**

89. The increased requirements are attributable largely to specialized contract services required during the 2011/12 budget year for the analysis and management of aviation processes and data management.

IV. Actions to be taken by the General Assembly

90. **The actions to be taken by the General Assembly in connection with the financing of the United Nations Logistics Base are:**

(a) Approval of the amount of $60,528,400 for the maintenance of UNLB for the 12-month period from 1 July 2011 to 30 June 2012;

(b) Proration of the amount in subparagraph (a) among individual active peacekeeping operation budgets to meet the financing requirements of the Logistics Base for the period from 1 July 2011 to 30 June 2012.

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly in its resolutions 64/269 and 64/270, and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly, and of the United Nations Board of Auditors and the Office of Internal Oversight Services

A. General Assembly

Cross-cutting issues

(Resolution 64/269)

Decision/request	*Action taken to implement decision/request*
Section I: budget presentation and financial management	
Reaffirms that budget submissions should reflect management improvements and efficiency gains to be achieved and should present future strategies in that regard (para. 10)	UNLB noted the observations of the Committee, and in response, staff were briefed regarding the form and substance of cost estimates, budget submissions, and the manner of presentation. Future submissions will include details of the most significant management decisions as well as an outline of financial or operational efficiency gains resulting from these decisions. The budget submission for 2011/12 proposes to strengthen the structure of UNLB to accommodate the reprofiling of UNLB as a global service centre in conformance with the requirements of the recently approved global field support strategy. In addition, it proposes a phased approach to modularization, and an ongoing dialogue and collaboration with the Department of Field Support/Headquarters towards identifying processes and operational functions that can be effectively transferred from Headquarters to UNLB under the leadership of the Director. Future strategies of UNLB will outline short-, medium- and long-term goals, identifying timelines for completion, and specifying performance indicators against which success can be measured

Stresses the importance of further steps by the Secretary-General towards improving budget presentations and making more accurate forecasts (para. 11)	**UNLB has carefully assessed its needs for 2011/12, noting guidance from the Under-Secretary-General of the Department of Field Support concerning the reprofiling of the Logistics Base to a global service centre over the five-year timeline of the global field support strategy, anticipating structural and organizational readjustments within the context of a zero- to minimum-growth budget, with the exception of provisioning for resources that contribute towards or are necessary for the reprofiling itself or which are essential towards ensuring the continued delivery of services and support during the period of transition. In terms of forecasting, UNLB is developing its 2011/12 cost estimates on the basis of the aforementioned guidance and the gross order of magnitude of the budget is expected to be maintained at the current level (2010/11) of approximately $60.5 million**
Notes with concern the significant amount of prior-period obligations cancelled by several missions, and reiterates its request that the Secretary-General improve control over obligations (para. 15)	**UNLB is equally concerned with any instance of cancellation of prior-period obligations; each occurrence is thoroughly investigated to ensure the appropriateness and correctness of the cancellation, and the entry of any corresponding adjustment in the accounting record. In the 2009/10 prior period, cancellations (excluding exchange rate gains) were in the order of $209,422, representing only 3 per cent of the total retained obligations of $6,871,878. Of the 317 cases that were reviewed, as few as 6 cases account for 72 per cent of the total cancellations, thus the variance is a rather isolated event**

Section VI: global field support strategy

Requests the Secretary-General to further develop specific proposals in consultation with Member States, in particular troop-contributing countries, on functions and resources to be transferred to the global service centre at Brindisi, in the context of the budget of the United Nations Logistics Base, for the consideration of the General Assembly at its sixty-fifth session, addressing the issues raised in paragraphs 108 to 110 of the report of the Advisory Committee on Administrative and Budgetary Questions, without prejudice to a decision of the Assembly at its sixty-fifth session (para. 15)	The Secretariat is undertaking a thorough review to identify processes and operational functions that could be effectively transferred from Headquarters to the Global Service Centre In addition to agreement on the amalgamation of former Tenant Units, and the transfer of associated responsibilities and accountabilities, the current budget proposal reflects the agreement of the Department of Field Support to the transfer of the Airfield and Air Terminal Unit and the Logistics Support Division/Contracts Management Unit to UNLB. This will include the associated posts (2 P-4, 2 P-3 and 1 P-2, including the establishment of 1 P-3 currently on general temporary assistance within the Logistics Support Division) and the full delegation of authority as well as responsibility and accountability from the Department of Field Support/Logistics Support Division to UNLB within the framework of the 2011/12 budget. The results-based-budgeting framework and the cost estimates of the support account at Headquarters, and the relevant costs are now included in the UNLB cost estimate, thereby satisfying the requirements of the Committee for the submission of specific proposals on functions and resources to be transferred in the context of the global field support strategy. In addition, the technical management functions of strategic deployment stock are proposed for transfer from the Information and Communications Technology Division to UNLB/Global Service Centre during 2011/12

(Resolution 64/270)

Decision/request	*Action taken to implement decision/request*
Requests the Secretary-General to strengthen the management of the strategic deployment stocks in order to ensure that the United Nations Logistics Base issues items on a first-in, first-out basis to avoid possible deterioration and obsolescence of the stocks (para. 7)	UNLB will continue to implement best practices in the management of the strategic deployment stock, including the principle of first-in, first-out, as appropriate. These will be implemented together with other stock management principles and practices that are equally applicable and which contribute towards minimizing ageing and the possible deterioration or obsolescence of stocks

B. Advisory Committee on Administrative and Budgetary Questions

Cross-cutting issues

(A/64/660)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee welcomes the effort to refine the budget presentation and looks forward to continued improvement. However, in the Committee's view, the section on planning assumptions should be further developed so as to provide a more accessible narrative which would give a clearer presentation of overall resource requirements and programmatic aspects and describe not only planned initiatives but also the linkage to current operational requirements (para. 16)	Noting the concerns of the Committee, UNLB has endeavoured to provide a budget submission that is clearly presented, easily understood and realistic in terms of the expected accomplishments. UNLB is of the view that the submission links the resource requirement to the programmatic aspects of its activities, specifically towards its concentration on the provision of multidisciplinary/ multifunctional services, and the support of peace operations worldwide. Of note in that regard is the focus on reprofiling UNLB to take on the role of Global Service Centre, providing essential operational support as necessary and in direct coordination and consultation with Headquarters and missions
In general, the Advisory Committee has found that the presentation in the proposed budgets is heavily oriented towards information on objects of expenditure rather than a clear description of the activities envisaged and the resources required to undertake them. With respect to mission support, clear information should be provided on multi-year engineering and infrastructure projects and on how the resources requested are aligned with the programme of work for such projects (para. 17)	UNLB notes the advice of the Committee concerning the orientation of presentations on objects of expenditure rather than on the activities envisaged and the resources required to undertake the activities. UNLB is committed to formulating and representing its budgetary requirements according to the activities envisaged for completion, while at the same time detailing the resources (i.e., financial, material and human) that are necessary for the completion of all projects. UNLB will continue to formulate and present additional requirements under the multi-year project framework, describing the activities, programme of work and the resources which are necessary
The Advisory Committee continues to believe that the scope of efficiencies could be expanded to include other components. Furthermore, the Committee notes a continued lack of clarity as to what exactly constitutes an efficiency gain. In this connection, the Committee reiterates that a distinction must be made between savings, which are in essence cost reductions achieved through efficiency measures, and underexpenditures, which may be a reflection of delays in the implementation of programmed activities or their non-implementation (see A/63/746, para. 16). The Committee notes the definition of efficiency gains put forward by the Secretary-General (see A/64/643, para. 60). The Committee broadly views efficiency gains as the achievement of the same result with fewer resources (para. 20)	UNLB has provided a number of efficiency gains in the 2011/12 budget

The Committee reiterates its recommendation that future performance reports should include a fuller explanation of the redeployments between major expenditure categories that are authorized by the Controller (see A/63/746, para. 15) (para. 22)	UNLB is in agreement with the Committee on this issue, and it will endeavour to ensure that all future performance reports provide full and complete details concerning any redeployment of funds between major expenditure categories
The Advisory Committee is concerned that the way in which these requirements are currently presented renders it difficult for the General Assembly to get a picture of the totality of the resources dedicated to a particular function or business process. Furthermore, such an arrangement complicates reporting lines. The Advisory Committee requests the Secretary-General to consider presenting a consolidated resource request for all support functions irrespective of their physical location in order to facilitate evaluation of the totality of resources dedicated to those functions (para. 26)	As a first phase to address the Advisory Committee's request, the budgetary requirements and related information for the tenant units (Integrated Training Service, Standing Police Capacity, Standing Justice and Corrections Capacity) have been transferred to the proposed 2011/12 budget for the support account for peacekeeping operations in order to present a consolidated resource request for support functions
The Committee again emphasizes that, as a rule, general temporary assistance funding should be used in exceptional and/or peak workload circumstances, for the replacement of staff on maternity or sick leave, or for time-limited projects (see A/63/841, para. 56). Although exceptions are sometimes made by the General Assembly or recommended by the Committee, general temporary assistance funding should not be sought for functions of a continuing nature or for long periods. Furthermore, requests for general temporary assistance funding should not be resubmitted repeatedly for the same function, nor should recommendations in favour of such funding be viewed as carrying with them the expectation of conversion to posts in the next budget period. The Committee is concerned that this funding mechanism is increasingly being misused, with the result that the budgeting for personnel has become less transparent. The Committee recommends that future requests include an explanation for the continued use of general temporary assistance funding for a particular function, as well as an indication of the length of time the function has been carried out using such funding. Moreover, requests for conversion in missions that are drawing down should be made only in exceptional circumstances (para. 48)	UNLB concurs with the views of the Committee concerning the use of general temporary assistance, and it recognizes the limitations imposed on the use of such arrangements for functions of a continuous nature. Whereas UNLB has experienced problems with this issue in the past, it now only utilizes general temporary assistance funding in exceptional circumstances or for time-limited projects. Notwithstanding, the amalgamation of the former tenant units of the Logistics Support Division into UNLB (with effect from 1 July 2010) as well as the transfer of associated processes, accountabilities and responsibilities from the Division to UNLB has resulted in a need for the conversion of 22 positions from general temporary assistance to regular posts. UNLB will continue to review options for outsourcing where practically and operationally viable

The Advisory Committee considers that the envisaged reprofiling of UNLB as a global service centre could have a significant impact on, inter alia, the organizational structure, lines of accountability, working methods, processes and procedures of the Department of Field Support, and the civilian, military and police components of field missions, as well as other Secretariat entities. However, in the Committee's view, insufficient information has been provided in the Secretary-General's report to make an informed judgement on the proposal for the reprofiling of UNLB as the global service centre for field missions (para. 108)

Please refer to the report entitled "Progress in the implementation of the global field support strategy" dated 20 December 2010 (A/65/643), which provides in paragraph 38 a more detailed overview of the proposed reprofiling of UNLB as the Global Service Centre

To summarize, the reprofiling exercise defines a three-phase approach and identifies milestones and performance indicators to measure success. Phase I focuses on consolidating the existing support capacities and functions of UNLB under three streamlined services: Logistics Services; Communications and Information Technology Services and Base Support Services while also preparing the Global Service Centre to absorb functions that meet the criteria set by Member States for transfer from the Department of Field Support in the areas of personnel, administration, finance and budget. In addition, phase I foresees the initiation of a process and function mapping exercise. A detailed examination of non-location-dependent support processes and functions that are currently carried by Department of Field Support staff and that may yield efficiencies if transferred to the Global Service Centre has already been initiated. The functions to be transferred will be operational (non-strategic) in nature and will not require interaction with Member States to inform the proposals presented to the General Assembly in the context of the proposed budgets for the support account for peacekeeping operations and UNLB. As a matter of priority, the emphasis of the ongoing process and function mapping exercise is the identification of functions that support the implementation of modularization in the Global Service Centre

Phase II: implementation of the Global Service Centre. Mapping of non-location-dependent support functions currently carried by the Department of Field Support that may be desirable to transfer will continue, with added emphasis on the re-engineering of processes in accordance with and in preparation for the introduction of the International Public Sector Accounting Standards and the enterprise resource planning system (Umoja)

Phase III: Global Service Centre. Improvement of support not only at the start-up, expansion and sustainment phases but also when downsizing operations and in the transition from peacekeeping to peacebuilding

The Advisory Committee recommends that the Secretary-General be requested to further develop a concrete and specific proposal in consultation with concerned parties, in particular troop- and police-contributing countries, with budget implications, for the consideration of the General Assembly. The proposal should set out the functions and resources to be transferred, an analysis of the manner in which the services provided would be enhanced and a clear statement on the benefits accruing to all clients and recipients of those services, in particular troop- and police-contributing countries. It should also explain how the operational effectiveness of field missions would be ensured throughout the process and how interaction with Member States and the services provided to police- and troop-contributing countries would be maintained. Furthermore, the proposal should provide a cost-benefit analysis, the likely initial investment, recurring costs, risks and mitigation factors, as well as an implementation plan with the main phases and milestones of the project (para. 109)	In establishing the Global Service Centre, unity of command in missions at all levels, coherence in policy and strategy and clear command structures in the field, up to and including at Headquarters, has been preserved and enhanced. Through bimonthly briefings of the Special Committee on Peacekeeping Operations and consultations, the development of the Global Service Centre benefits from feedback from Member States. The proposals for the transfer of functions to the Global Service Centre are designed according to the principle that functions primarily involving interactions with Member States, in particular troop-contributing countries, will continue to be located at Headquarters Annex I to document A/65/643 illustrates the timeline showing the key activities, milestones and project deliverables
In addition, the role of the global service centre in the supply chain and in the planning and management of predefined service modules should be elaborated. Information on the envisaged governance and management arrangements should also be provided, including details on the relationship and lines of command between Headquarters, the global service centre, the regional service centre and field missions (para. 110)	The goal of the predefined modules and service packages is to improve the speed and predictability of deployment, particularly in start-up or surge operations. The capacity to develop modules is enhanced by the decision of the General Assembly in its resolution 64/269 to increase the amount of funding available to a new mission from the Peacekeeping Reserve Fund and the ability of the Secretary-General to draw on the strategic deployment stocks. The capacity of the Global Service Centre at Brindisi will also be essential in ensuring that the service packages can draw on the support expertise that will be concentrated in the Centre and can be delivered globally The operational impact on peacekeeping missions will continue to be discussed with the Special Committee in the bimonthly meetings. The Regional Service Centre will only consolidate administrative and support functions that do not impact operations. Similarly, the Global Service Centre will only consolidate administrative and support functions that do not require interaction with Member States. Therefore, the operational impact on peacekeeping missions will be mainly through the development and delivery of modules, in which Member States, and troop- and police-contributing countries in particular, are involved through consultations and workshops

(A/64/660/Add.12)

Request/recommendation	*Action taken to implement request/recommendation*
As noted in the Committee's report on the administrative and budgetary aspects of the financing of United Nations peacekeeping operations (A/64/660, para. 26), the Committee is concerned that the way those requirements are currently presented renders it difficult for the Assembly to get a picture of the totality of resources dedicated to a particular function or business process. Furthermore, such an arrangement complicates reporting lines. The Committee requests the Secretary-General to consider presenting a consolidated resource request for all support functions irrespective of their physical location in order to facilitate evaluation of the totality of resources dedicated to those functions (para. 16)	As a first phase to address the Advisory Committee's request, the budgetary requirements and related information for the tenant units (Integrated Training Service, Standing Police Capacity, Standing Justice and Corrections Capacity) have been transferred to the proposed 2011/12 budget for the support account for peacekeeping operations in order to present a consolidated resource request for support functions
The Committee believes that efforts should be made to better quantify the benchmarks and achievements in the logical framework (para. 17)	UNLB has taken the concerns of the Committee into consideration while compiling the 2011/12 framework. Benchmarks, indicators of achievement, and outputs, have been modified to reflect UNLB activities, and with a view towards making them more relevant and quantifiable
The Advisory Committee emphasizes that the implementation of the Field Central Review Board functions needs to be within the framework of organizational policy, as mandated by the Office of Human Resources Management (para. 25)	The activities of the Field Central Review Board are executed within the framework of organizational policy, as mandated by the Office of Human Resource Management
The Advisory Committee points out that as the establishment of the United Nations Support Base in Valencia is being carried out in a phased manner, operational and staff resources should be utilized accordingly (para. 30)	UNLB wishes to reiterate that infrastructure is being built and resources are being allocated at the Support Base at Valencia in conformance with the approved phases of the project
The Advisory Committee recalls its recommendation in the context of the proposed budget for 2009/10 against the establishment of the post of Deputy Director at the D-1 level (see A/63/746/Add.17, para. 33). The Committee remains unconvinced of the need for the establishment of that post at this time, as arguments presented in the proposed budget supporting the establishment of the post are linked to the reprofiling of UNLB as a global service centre. The Committee recommends that it be further justified in the Secretary-General's proposal on UNLB as a global service centre in the context of the budget submission for 2011/12 (para. 42)	Noting the recommendations and the concerns expressed previously by the Committee, and bearing in mind the constraints on resources, UNLB suggests that the post of Deputy Director be held in abeyance at this time, pending further developments on the reprofiling and the submission in a subsequent period of adequate justification to warrant its consideration and approval

The Advisory Committee believes that the UNLB security plan should be completed expeditiously in order to assess more accurately the Security Office's future staffing needs (para. 43)	A detailed security plan has been developed for UNLB and is currently under consideration. Meanwhile, security services continue to be provided through a combination of core staff supplemented by 5 staff on general temporary assistance arrangements. UNLB requires the extension of the general temporary assistance arrangements for these 7 positions for the 2011/12 financial period
The Committee requests that, with regard to such contractors, a description of their functions, actual operational experience and financial implications be reported in the context of future performance reports and budget submissions (para. 47)	UNLB concurs and confirms that the requisite information concerning International Computing Centre and UNOPS contractors will be provided with the 2010/11 performance report
The Advisory Committee recognizes the role of police in support of new and existing field operations. The Committee believes that the Capacity's post increases should be based on the actual need in the field and a more accurate assessment of future requirements. It also requests that details of the performance of the Capacity be presented in the next UNLB performance report and that any staff requirements be evaluated in the context of the proposed budget for 2011/12 (para. 50)	A detailed report of the performance of the Standing Police Capacity will be included in the performance report for 2010/11
The Committee recommends that the construction of the proposed charging stations be undertaken as electric vehicles are procured. Furthermore, it requests that concrete efficiency gains, as well as energy savings as a result of the Base's "green" initiatives, be reported in future performance reports and budget submissions (para. 54)	UNLB concurs with the Committee's recommendation, regarding the construction of charging stations for energy-saving electric vehicles. These will be undertaken as more electric vehicles are procured. Additional information concerning other green initiatives, for example, the wind turbine, will be provided in the performance report for 2011/12
The Advisory Committee received information on the work of the Strategic Air Operations Centre. It notes that the budget document does not include sufficient information on the Centre's accomplishments or its benchmarks to measure its impact. The Committee requests the Secretary-General to provide a quantifiable analysis of the accomplishments, benchmarks and planned outputs of the Strategic Air Operations Centre, including how the Centre has contributed to the optimization of the air fleet, in the context of the budget proposal for 2011/12 (para. 57)	Analysis of the accomplishments of the Strategic Air Operations Centre has been undertaken and the positive contribution it has made towards the optimization of the United Nations contracted air fleet is described in the 2011/12 budget proposal

The Advisory Committee recalls its comments in connection with the Board's report on the accounts of the United Nations peacekeeping operations for the financial period ended 30 June 2009 (A/63/708, para. 22), where it agreed with the Board that UNLB should establish a monitoring mechanism, including through the full enforcement of the first-in first-out principle, to avoid possible deterioration and obsolescence of strategic deployment stocks items. Therefore, the Department of Field Support should strive for a balance and weigh the cost of new items against the cost of maintaining serviceable items beyond their life expectancy. The Committee reiterates its recommendation that the General Assembly request that the Secretary-General review both the management and acquisition planning process of the strategic deployment stocks to ensure that proper and efficient management is strictly adhered to and that adequate safeguards are in place to prevent waste and financial loss to the Organization. It emphasizes that regardless of the outcome of the discussions on the proposed global field support strategy, changes must be made in the overall management of strategic deployment stocks (para. 63)	UNLB and the Logistics Support Division welcome the Committee's advice concerning the need for changes in the overall management of strategic deployment stocks. In that connection, the Division has employed a team of consultants to review the operations and activities of strategic deployment stocks with a view to introducing effective change. Without prejudice to the ongoing consultancy review, the Division and UNLB generally agreed that there is a need to reconfigure, rescale and resize the strategic deployment stocks capability. Existing resources will be utilized to configure the first modular service-packages, and as strategic deployment stocks equipment is rotated to theatre, the core capability will be updated in conformity with revised design criteria. This is expected to assist the Department of Field Support in reducing inventory, inventory maintenance and carrying costs
In this connection, the Advisory Committee is concerned that the division of responsibilities and line of command remain unclear, which seems to contribute to the problems in the management of strategic deployment stocks. The Committee stresses that a comprehensive review of stocks should take into account the concerns raised by the Board of Auditors and address the issue of depreciation, the value of inventory and the cost to maintain it. In light of the significant operational responsibility of UNLB in support of field operations, the Committee believes that such a review should include a clarification of Headquarters control and oversight of strategic deployment stocks, reporting lines and accountability, as well as measures taken to ensure realistic planning, composition and better utilization of strategic deployment stocks (para. 64)	The efficacy and cost of retaining large quantities of stocks were recently reviewed and the concept of centralized, distributed and vendor-managed warehousing was discussed at length. Currently UNLB does not operate according to the principles of centralized warehousing; each self accounting unit operates an individual warehouse, and in some cases several warehouses housing similar and identical items under the premise that equipment has different management categories (e.g., UNLB, strategic deployment stocks, United Nations Reserve and/or Transshipment). Accordingly, warehousing activity is stovepiped and dedicated storage space is underutilized. The concept of centralized warehousing is thus being introduced as the standard for UNLB and as an initial step in the reprofiling of UNLB from a logistics base to a global service centre

With the leadership of UNLB now at a more senior level, the Advisory Committee expects improvements in the overall management of the Logistics Base as well as in the performance of strategic deployment stocks, to be reported upon in future performance reports and budget submissions (para. 65)	UNLB, Logistics Support Division and Information and Communications Technology Division management is committed to improving the overall effectiveness of the facility. In line with the reprofiling exercise, responsibility for operational activity will transfer progressively from Headquarters to UNLB/Global Service Centre in accordance with a plan agreed by Department of Field Support management and the Director of UNLB. UNLB expects to be able to report improvements in performance as those activities are redeployed and implemented

C. Board of Auditors

(A/64/5 (vol. II))

Request/recommendation	*Action taken to implement request/recommendation*
Non-expendable property	
Delays in write-off and disposal of non-expendable property	
The Board reiterates its previous recommendation that the Administration strengthen its monitoring on the write-off and disposal of non-expendable property at missions to ensure that appropriate measures are taken to expedite all pending write-offs and disposals (para. 169)	Implemented. The creation of a dedicated Disposal Unit has reduced the time frame of the disposal process. Furthermore, backlogs are being eliminated through the convening of regular meetings of the Local Property Survey Board
Strategic deployment stocks	
The Board recommends that the Administration strengthen the monitoring in respect of slow-moving strategic deployment stocks (para. 195)	Implemented. UNLB submits quarterly reports on ageing stocks in strategic deployment stocks to the Logistics Support Division
Issuing of strategic deployment stocks	
The Board recommends that the Administration ensure that UNLB issue items on a first-in, first-out basis to avoid possible deterioration and obsolescence of strategic deployment stocks (para. 198)	Implemented. As custodian of strategic deployment stocks, UNLB continues to ensure: (a) that maintenance of strategic deployment stocks is performed in accordance with predetermined schedules; (b) that the records in Galileo are continuously monitored and updated; (c) that timely verification is exercised; and (d) that the first-in, first-out principle is applied in warehouse storage practices, as applicable

Life expectancy	
The Board recommends that the Administration ensure that UNLB establish a monitoring mechanism to prevent strategic deployment stocks from being held beyond their life expectancy (para. 201)	**The ageing of strategic deployment stocks is continuously monitored by the Logistics Support Division and UNLB through the information in the Galileo inventory management system, and issuances and rotation are planned in consideration of emerging needs and mission acquisition plans. In terms of ensuring optimum strategic deployment stocks utilization and an appropriate state of preparedness and readiness, the Division and UNLB will continue to ensure that strategic deployment stocks issuances and warehousing practices at UNLB are regulated according to the first-in, first-out principle; that Mission acquisition plans take into consideration the availability of strategic deployment stocks; that ageing is a consideration of the annual composition review, and that strategic deployment stocks equipment is rotated as necessary with a view towards ensuring minimum ageing and optimal utilization**
Information and communications technology	
Communication availability	
The Board recommends that the Administration ensure that UNLB, in cooperation with Headquarters, improve the performance of the leased lines to ensure the smooth communication between UNLB and Headquarters (para. 308)	**Implemented. Performance of leased lines is continuously monitored by Network Control Centre operators and performance information recorded in the Centre's daily reports that are further consolidated in monthly reports**
Human resources management	
Post classification	
The Administration agreed with the Board's recommendation to expedite all requests for the classifications and reclassifications of posts at the various missions (para. 332)	**Implemented. In 2009 a large classification exercise involving the submission to Headquarters of 56 UNLB posts was completed. A number of these cases are still pending at Headquarters**
Post-training management	
The Administration agreed with the Board's recommendation to ensure that all missions strengthen their documentation and monitoring of training courses undertaken (para. 357)	**Implemented. Electronic spreadsheets that monitor attendance, course outlines and content are being maintained and questionnaires/feedback surveys are requested from all participants and maintained on record**

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with respect to proposed changes in human resources (see sect. I of the present report):

- **Post establishment:** a new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources
- **Post reassignment:** an approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post
- **Post redeployment:** an approved post is proposed to be redeployed to cover comparable or related functions in another office
- **Post reclassification:** an approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially
- **Post abolishment:** an approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission
- **Post conversion:** three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts

B. Terminology related to variance analysis

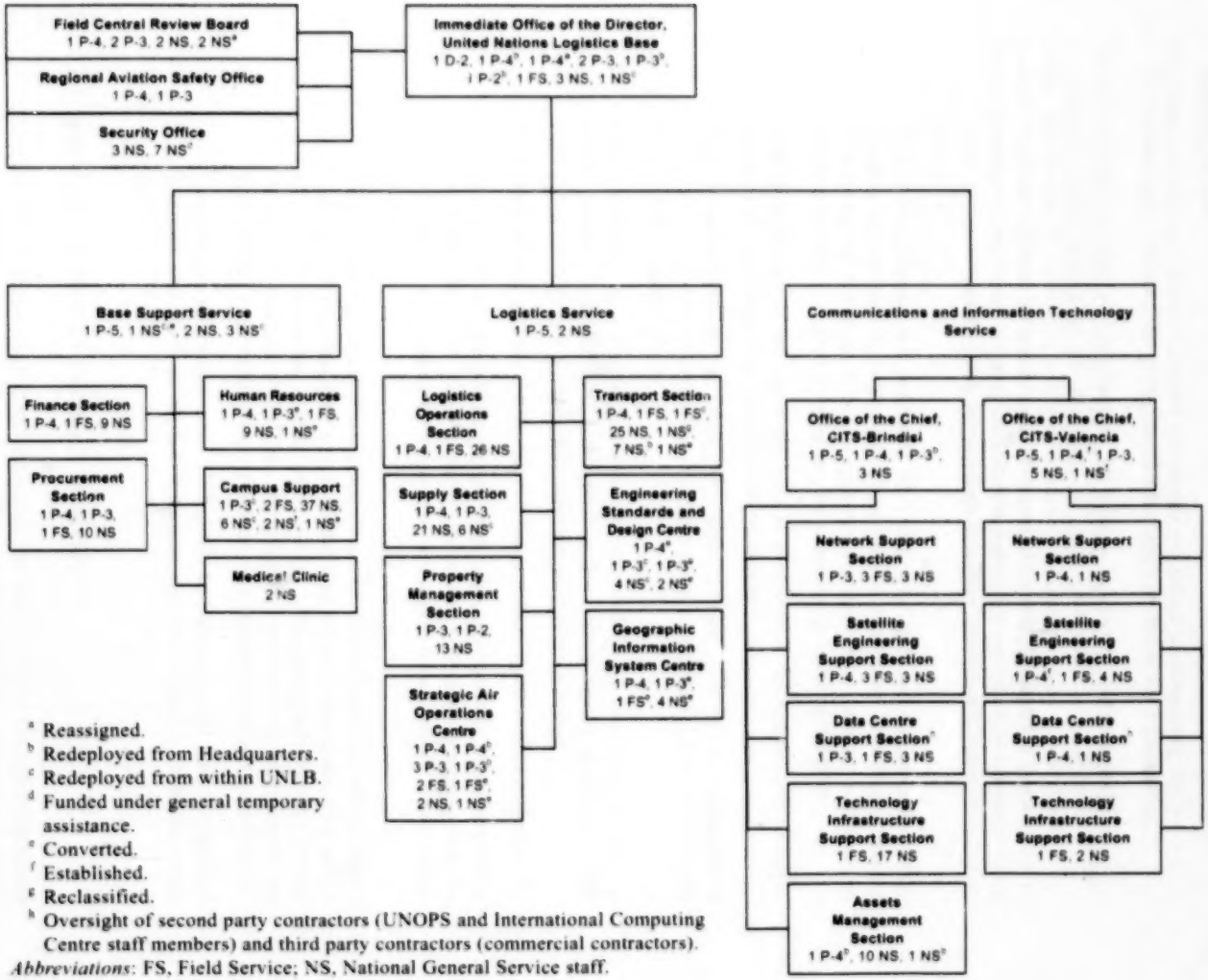
Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External:** variances caused by parties or situations external to the United Nations
- **Cost parameters:** variances caused by United Nations regulations, rules and policies
- **Management:** variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization chart


Field Central Review Board
1 P-4, 2 P-3, 2 NS, 2 NS[a]
Regional Aviation Safety Office
1 P-4, 1 P-3
Security Office
3 NS, 7 NS[c]
Immediate Office of the Director, United Nations Logistics Base
1 D-2, 1 P-4[b], 1 P-4[a], 2 P-3, 1 P-3[b], 1 P-2[b], 1 FS, 3 NS, 1 NS[c]
Base Support Service
1 P-5, 1 NS[c,a], 2 NS, 3 NS[c]
Finance Section
1 P-4, 1 FS, 9 NS
Procurement Section
1 P-4, 1 P-3, 1 FS, 10 NS
Human Resources
1 P-4, 1 P-3[b], 1 FS, 9 NS, 1 NS[c]
Campus Support
1 P-3[c], 2 FS, 37 NS, 6 NS[c], 2 NS[f], 1 NS[a]
Medical Clinic
2 NS
Logistics Service
1 P-5, 2 NS
Logistics Operations Section
1 P-4, 1 FS, 26 NS
Supply Section
1 P-4, 1 P-3, 21 NS, 6 NS[c]
Property Management Section
1 P-3, 1 P-2, 13 NS
Strategic Air Operations Centre
1 P-4, 1 P-4[b], 3 P-3, 1 P-3[b], 2 FS, 1 FS[a], 2 NS, 1 NS[a]
Transport Section
1 P-4, 1 FS, 1 FS[c], 25 NS, 1 NS[c], 7 NS,[b] 1 NS[a]
Engineering Standards and Design Centre
1 P-4[a], 1 P-3[c], 1 P-3[a], 4 NS[c], 2 NS[a]
Geographic Information System Centre
1 P-4, 1 P-3[a], 1 FS[c], 4 NS[a]
Communications and Information Technology Service
Office of the Chief, CITS-Brindisi
1 P-5, 1 P-4, 1 P-3[b], 3 NS
Network Support Section
1 P-3, 3 FS, 3 NS
Satellite Engineering Support Section
1 P-4, 3 FS, 3 NS
Data Centre Support Section[h]
1 P-3, 1 FS, 3 NS
Technology Infrastructure Support Section
1 FS, 17 NS
Assets Management Section
1 P-4[b], 10 NS, 1 NS[b]
Office of the Chief, CITS-Valencia
1 P-5, 1 P-4,[f] 1 P-3, 5 NS, 1 NS[f]
Network Support Section
1 P-4, 1 NS
Satellite Engineering Support Section
1 P-4[f], 1 FS, 4 NS
Data Centre Support Section[h]
1 P-4, 1 NS
Technology Infrastructure Support Section
1 FS, 2 NS

[a] Reassigned.
[b] Redeployed from Headquarters.
[c] Redeployed from within UNLB.
[d] Funded under general temporary assistance.
[e] Converted.
[f] Established.
[g] Reclassified.
[h] Oversight of second party contractors (UNOPS and International Computing Centre staff members) and third party contractors (commercial contractors).

Abbreviations: FS, Field Service; NS, National General Service staff.